

# Attract and retain a diverse and culturally competent workforce

- Continue efforts to increase and grow Larimer County’s behavioral health workforce including developing clear pathways from educational settings to the workforce and incentives.
- Increase diversity of staff. Diversity means culture, race/ethnicity, gender, languages spoken, and lived experience.
- Increase diversity of specialized training through incentives or funding. Identified gaps in training include: youth in the justice system, disordered eating, dual diagnosis of mental health and intellectual and developmental disabilities (IDD), development and behavioral health, and gender affirming care.

## There is a national shortage of behavioral health providers.

- All key informants mentioned needing more providers and staff to adequately serve youth
- Large caseloads for providers means:
  1. Youth may only be able to be seen once a month
  2. Provider burnout - leading to turnover which impacts relationship building between youth and providers
  3. Lack of time for specialized training
- Lack of diversity among providers (cultural, race, gender, and sexuality)

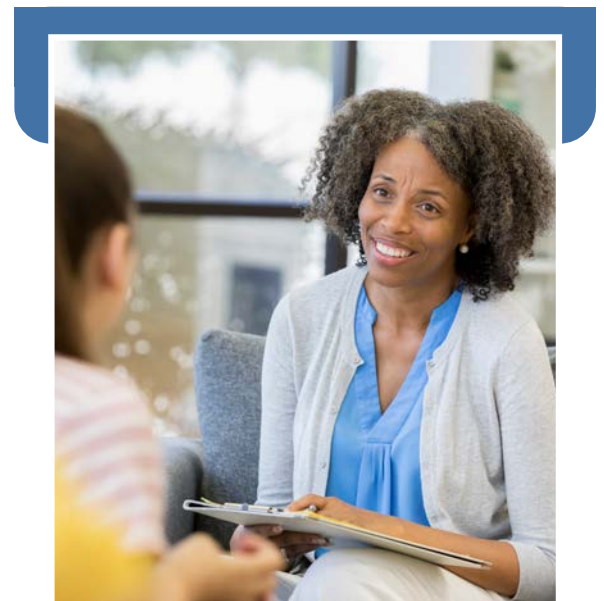


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“ I guess speaking Spanish was kind of a barrier because there isn’t that many therapists that speak Spanish, and so for her seeking help was very different.  
 ~ Focus group youth ”

“ We have plenty of people who need to utilize the services, but we have a shortage of mental health providers - a shortage of psychiatry. The providers we do have in our community are pretty burnt out and exhausted from being those providers in our community, but also have wait lists that go well beyond [thousands] of patients at this point.  
 ~ Key informant interviewee ”

“ My options were limited given the fact that I am on Medicaid. And then [...] doesn’t have many male therapists, so ever since then, I haven’t really tried anymore. I don’t know that I necessarily want to even try to get help anymore.  
 ~ Focus group youth ”